

Common Types of Organizational Changes for Building Coalition Prevention Capacity

Organizational change	Description	
EARLIER ORGANIZATIONAL CHANGES		
CRITICAL ACTIONS FOR CHANGE	QUESTIONING	Coalition leaders question whether an intervention approach can stop violence and what other approaches may work
	DIALOGUE	Coalition provides opportunities for board and staff members to engage in frank dialogues about concerns and reservations as well as visioning for integrating prevention into coalition infrastructures
	LEARNING	Coalition offers venues for board and staff to learn about what prevention is and how it differs from intervention
	PREVENTION TEAM	Coalition convenes an initial team or workgroup of staff and/or board members with responsibility of assessing and planning
	ASSESSMENT	Coalition assesses its current organizational capacity for prevention through surveys or interviews
	ACTION PLANNING	Coalition engages in a planning process to identify what organizational changes should be sought and action steps for achieving them
READINESS FOR	CHAMPIONS	More than one coalition leader becomes a champion for prevention
	UNDERSTANDING	Coalition board and staff gain a common language for and understanding about what primary prevention is and how to do it
	COMMITMENT	Coalition board and staff become committed to coalition addressing both intervention AND prevention
LATER ORGANIZATIONAL CHANGES		
STRUCTURAL CHANGES	GOVERNANCE DOCUMENTS	Coalition codifies prevention priorities through its mission/vision statements and strategic plans
	BOARD ORGANIZATION	Coalition re-organizes board organization by recruiting prevention-focused members, establishing prevention committee, or creating prevention seat
	OPERATIONS	Coalition alters its operations by establishing prevention coordinator position and/or prevention department
PRACTICE CHANGES	CROSS-TRAINING	Coalition adapts a cross-training approach whereby all staff participate in prevention work
	ORIENTATION	Coalition incorporates prevention training & documents into orientation for new staff & board members
	MEETING AGENDAS	Coalition regularly includes prevention topics into staff & board meetings
	JOB DESCRIPTION	Coalition incorporates prevention duties into all staff job descriptions and annual work plans
FUNCTIONAL CHANGES	IN-SERVICE	Coalition regularly conducts in-service training on prevention topics for staff & board
	COMMUNICATION	Coalition articulates prevention messages in communication documents
	DEVELOPMENT	Coalition actively seeks resources for prevention and allocates resources to carry out coalition prevention priorities
	PUBLIC POLICY	Coalition includes prevention items into its legislative agendas
	MEMBER PROGRAMS	Coalition supports local programs to build their organizational capacity for prevention
	PARTNERSHIPS	Coalition expands upon existing partnerships and builds new ones for collaborating on prevention priorities

